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NBCC National Counselor Examination Sample Questions (Q120-Q125):

NEW QUESTION # 120

In using self-report devices as criterion measures, which of the following may be problematic?

- A. Homogeneity of variance
- B. Halo effect
- C. Type I error
- **D. Social desirability responding**

Answer: D

Explanation:

In the Assessment and Testing core area, CACREP highlights the importance of understanding test limitations, response biases, and sources of error in measurement-especially when using self-report instruments.

A major concern with self-report is social desirability responding, where individuals intentionally or unintentionally answer in ways that:

- * Present themselves in a more favorable light
- * Conform to perceived expectations or norms
- * Minimize or hide behaviors or attitudes that might be viewed negatively This bias can seriously affect the accuracy of self-report measures when they are used as criterion measures (standards against which other instruments are validated).
- * Homogeneity of variance (A) is a statistical assumption, not a specific self-report response bias.
- * Halo effect (B) is more commonly associated with rater bias (e.g., supervisor ratings), not with standardized self-report questionnaires.
- * Type I error (C) is a statistical concept (rejecting a true null hypothesis), again not a specific behavioral response style in self-report.

Thus, the most relevant and problematic issue when using self-report as a criterion measure is D. Social desirability responding.

NEW QUESTION # 121

What is the appropriate emphasis in career counseling with persons who are vocationally immature?

- A. Evaluate past career-related decisions.
- B. Identify occupational choices.
- **C. Provide occupational information.**
- D. Establish long-term goals.

Answer: C

Explanation:

When clients are described as vocationally immature, they typically lack sufficient awareness of the world of work, have limited understanding of career options, and often have not yet developed realistic views of themselves in relation to occupations. Within the NBCC Counselor Work Behavior Areas, career-focused practice emphasizes meeting clients where they are developmentally and supplying the foundational information and experiences needed before moving into more advanced planning tasks.

For vocationally immature clients, the appropriate emphasis is on providing occupational information- helping them learn about different types of work, training requirements, work environments, typical duties, earnings, and opportunities for advancement. This information reduces confusion, increases readiness for decision-making, and supports later steps like goal setting and occupational choice, making Option B correct.

- * Option A (Identify occupational choices) is premature if the client does not yet understand the range of possibilities.
- * Option C (Evaluate past career-related decisions) is not central when the person has made few or no meaningful career decisions.
- * Option D (Establish long-term goals) is also a later-stage task; vocationally immature clients often struggle with long-range planning until they have more information and self-understanding.

NBCC work expectations related to clinical focus in career counseling stress using developmentally appropriate interventions- building awareness and knowledge first, then progressing toward decision-making and long-term planning.

NEW QUESTION # 122

Which of the following factors would be most salient in the treatment of a client who grew up in an urban neighborhood and is currently unemployed?

- A. Family background and history
- B. Cultural identity
- C. Psychological maturity and development
- **D. Economic and class experiences**

Answer: D

Explanation:

The question highlights two contextual details:

- * The client grew up in an urban neighborhood.
- * The client is currently unemployed.

These details point strongly toward socioeconomic conditions, access to resources, exposure to systemic barriers, and the impact of poverty or underemployment—all of which are captured in economic and class experiences.

Therefore, Option C is the most salient factor for treatment planning in this scenario. Understanding economic and class realities helps the counselor:

- * Conceptualize stressors such as financial strain, housing instability, neighborhood safety, and limited opportunity.
- * Avoid pathologizing reactions that may be understandable responses to systemic and structural inequities.
- * Integrate advocacy, resource referral, and practical support into the plan when appropriate.

4 Why the other options are less salient given the specific prompt:

- * A. Cultural identity - Always important, but the question specifically emphasizes urban upbringing and unemployment, which more directly point to class and economic context. Cultural identity may or may not be the central driver in this particular description.
- * B. Family background and history - Relevant to any case conceptualization, but not as clearly tied to the urban and unemployed descriptors given in the stem.
- * D. Psychological maturity and development - Also important, but the vignette does not supply information about developmental maturity; instead, it highlights environmental and economic context.

In the Treatment Planning work behavior area, NBCC emphasizes integrating contextual, socioeconomic, and environmental factors into goals and interventions, particularly when clients are affected by unemployment, neighborhood conditions, or social class pressures.

NEW QUESTION # 123

Which statement concerning fetal alcohol syndrome (FAS) is correct?

- A. The children with FAS tend to have average IQs.
- **B. Fetal alcohol damage appears to be irreversible.**
- C. FAS can develop through breastfeeding.
- D. The effects of the syndrome are mental rather than physical.

Answer: B

Explanation:

Fetal alcohol syndrome (FAS) results from prenatal exposure to alcohol and is characterized by a pattern of:

- * Central nervous system (CNS) abnormalities
- * Growth deficiencies
- * Characteristic facial features
- * Cognitive, behavioral, and learning difficulties

These effects are considered permanent and irreversible, making Option A correct. While supportive services and interventions can improve functioning and quality of life, the underlying damage does not "heal" or disappear over time [as consistently noted in medical and developmental literature, e.g., CDC and pediatric guidelines].

Why the other options are incorrect:

- * B. "The effects ... are mental rather than physical." FAS includes both physical and neurodevelopmental effects—growth deficits, facial anomalies, and CNS involvement—not just "mental" effects.
- * C. "FAS can develop through breastfeeding." FAS is specifically caused by alcohol exposure in utero; breastfeeding does not cause FAS, although alcohol can affect the infant in other ways.
- * D. "The children with FAS tend to have average IQs." Many individuals with FAS have below-average IQ, learning disabilities, and executive functioning deficits. Average IQ is not characteristic of the syndrome as a whole.

Within the NBCC Counselor Work Behavior Areas, counselors are expected to understand key features of developmental and neurobehavioral conditions such as FAS to inform assessment, referral, and appropriate support planning.

NEW QUESTION # 124

In the operant-conditioning paradigm, what is an important assumption regarding behavior maintenance?

- A. Behavior that is not reinforced gradually extinguishes.
- B. Modeled behaviors are consistently reinforced.
- C. Behaviors are reinforced on a one-to-one ratio.
- D. Consistent shaping of the behavior is necessary.

Answer: A

Explanation:

In the Counseling and Helping Relationships core area, CACREP includes behavioral and learning theories such as operant conditioning. A foundational principle is that:

* Behaviors that are reinforced are more likely to be maintained, and

* Behaviors that are no longer reinforced tend to weaken and eventually extinguish.

Option C directly states this assumption: behavior that is not reinforced gradually extinguishes. That is the core explanation for why, in behavior therapy, counselors manipulate reinforcement contingencies to reduce maladaptive behaviors.

* A is incorrect because behaviors are not always reinforced on a strict one-to-one (continuous) schedule; intermittent reinforcement can also maintain behavior.

* B (shaping) is used to build new complex behaviors, but it is not required for maintaining an already-learned behavior.

* D refers to modeling (observational learning), which is associated with social learning theory, not the central assumption about maintenance in basic operant conditioning.

Thus, C is the correct assumption regarding behavior maintenance.

NEW QUESTION # 125

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